

FOR INFORMATIONAL PURPOSES TO THE UNITS

The following are some areas covered under the SafeSport policy

- 1) Sexual Misconduct/Abuse
 - a. Child sexual abuse includes sexual contact with a child
 - i. that is accomplished by deception, manipulation, force or threat of force
 - ii. regardless of the age of the participants
 - iii. all sexual interactions between an adult and a child, regardless of whether there is deception or the child understands the sexual nature of the activity
 - iv. child sexual abuse involves any sexual activity with a child whether consent is not or cannot be given
- 2) Sexually abusive acts may include non-contact sexual acts such as
 - a. verbal acts
 - b. sexually suggestive electronic or written communications
 - c. exposure or voyeurism
- 3) Peer to Peer Child Sexual Abuse
 - a. Sexual contact between minors also can be abusive. Approximately 1/3 of all child sexual abuse occurs at the hands of other children and the obligation to report extends to peer-to-peer child sexual abuse
 - b. Whether or not a sexual interaction between children constitutes child sexual abuse turns on the existence of an aggressor, the age difference between the children, and/or whether there is an imbalance of power and/or intellectual capabilities
- 4) Non-sexual Abuse
 - a. Misconduct
 - i. emotional (verbal, physical, intimidation acts that deny attention and support)
 - ii. bullying
 - iii. harassment
 - iv. hazing
 - v. all considered misconduct regardless of intent

Helpful Tips for Instructors/Volunteers

- 1) General
 - a. Avoid being alone with a minor in a private setting
 - b. Always have another adult within ear/sight range/view
 - c. Avoid social settings outside of the class environment
- 2) Travel
 - a. Avoid unrelated adults being alone with minor
 - b. Always arrange hotel rooms with age-appropriate, same gender teammates
 - c. Do not drive alone a minor student home or to meets/events
- 3) Social Media
 - a. Always communicate openly and publicly with parent's permission (copy to parents)
 - b. Never communicate out-of-program with students
- 4) Photography/Videography

- a. Always in public view
 - b. Edit or delete inappropriate, suggestive or provocative poses
 - c. Always secure parent's written consent before
- 5) Massage/Icing/Taping
- a. All physical contact must be in a public/open location with more than the adult and student present
 - b. Intimate areas are off limits unless by a medical professional with more than one adult present
 - c. Never lay or sit on top of gymnasts
 - d. Never face gymnasts while they are in a static straddle position
 - e. No Lap sitting
 - f. Never pat on the bottom
- 6) Exception
- a. Physical contact that is reasonably intended to coach, teach or demonstrate a skill or prevent or lessen injury is permissible. Infrequent, non-intentional physical contact, particularly contact that arises out of an error or a misjudgment on the part of the gymnast, participant or coach does not violate this policy.

Where to Make a Report

- 1) Local Authorities
 - a. Child Abuse
 - b. Sexual Abuse or criminal activities involving a minor
- 2) U.S. Center for SafeSport
 - a. Child Abuse
 - b. Any sexual misconduct
 - c. Sex or other criminal charges involving a minor
- 3) American Sokol Office
 - a. Non-sexual misconduct
 - b. SafeSport Policy Violations

Even if you adopt the recommended SafeSport policies, there is still a risk that our members will think the rules don't apply to them.

- How can we protect against members skirting the rules?
 - a. Inform the parents of your policies through manuals, handouts, etc.
 - b. Train your instructors and stress the rules
 - c. When all else fails, have documents signed and in your files!
 - d. This will show you did your due diligence to deter inappropriate action

Insurance Coverage

- Sokol's risk of liability is lessened through hiring practices following USAG or SafeSport guidelines – shows no negligence
 - a. The purpose of insurance is to reduce exposure to the effects of particular risks despite all your efforts
 - b. Proper coverage would defend against potential lawsuits filed on a negligent hiring theory.

- c. It should also pay for any damages, should they be awarded
- d. Ask your insurer, in writing, if you have coverage to defend such lawsuits

***Sample Document**

While American Sokol does not recommend transportation of our minor students to classes or to events, we understand that at times parents are not able to provide this transportation. As a safeguard the following document should be signed and kept on file.

Notice and Transportation Disclaimer

Sokol _____ management understands that parents are not always able to be everywhere for their children. This may cause them to expect the assistance of the unit to provide transportation. If group travel is anticipated, the unit will always request a permission slip and waiver for their child to travel with Sokol. The absence of such a request is a sign that the unit does not take responsibility for the child’s transportation.

It is the official policy of this Sokol Unit to discourage, advise against, and not endorse any representative of a Sokol Unit transporting youth to competitions, classes or any other events. Please understand that transportation is NOT a part of our insured responsibilities, and although we cover the activities which are anticipated within our programs, we do not cover instructors transporting their competitors or program participant.

If such activity takes place, parents are hereby put on notice that it is outside the responsibility and approval of Sokol _____.

If, despite our policy, parents request the Unit, or a representative thereof, provide transportation for their children, the parents take full responsibility for that decision and should make their own agreement about that choice with the designated individual. This is your notice that Sokol does NOT take the responsibility for this action.

Sokol _____

Parent, print name _____

Signed by

Parent Signature _____

This waiver is valid for (beginning date) _____ to (end date) _____.